

Non-GAAP Financial Measure Reconciliations

Principal Financial Group, Inc.

 Non-GAAP Financial Measure Reconciliations
 (in millions, except as indicated)

	Three Months Ended,				Twelve Months Ended			
	Dec-23	Sep-23	Jun-23	Mar-23	Dec-22	Dec-23	Dec-22	
Basic Earnings Per Common Share								
Net income (loss)	\$ (3.66)	\$ 5.17	\$ 1.60	\$ (0.58)	\$ (0.07)	\$ 2.58	\$ 18.94	
(Income) loss from exited business	4.92	(2.91)	(0.26)	2.00	2.15	3.70	(13.16)	
Net income (loss) excluding exited business	\$ 1.26	\$ 2.26	\$ 1.34	\$ 1.42	\$ 2.08	\$ 6.28	\$ 5.78	
Net realized capital (gains) losses	0.59	(0.52)	0.21	0.09	(0.47)	0.36	0.67	
Non-GAAP operating earnings *	\$ 1.85	\$ 1.74	\$ 1.55	\$ 1.51	\$ 1.61	\$ 6.64	\$ 6.45	
Diluted Earnings Per Common Share								
Net income (loss)	\$ (3.66)	\$ 5.10	\$ 1.58	\$ (0.58)	\$ (0.07)	\$ 2.55	\$ 18.63	
(Income) loss from exited business	4.85	(2.87)	(0.26)	1.97	2.12	3.64	(12.94)	
Net income (loss) excluding exited business	\$ 1.19	\$ 2.23	\$ 1.32	\$ 1.39	\$ 2.05	\$ 6.19	\$ 5.69	
Net realized capital (gains) losses	0.59	(0.51)	0.21	0.08	(0.47)	0.36	0.65	
Impact of dilutive shares (1)	0.05	-	-	0.01	-	-	-	
Non-GAAP operating earnings *	\$ 1.83	\$ 1.72	\$ 1.53	\$ 1.48	\$ 1.58	\$ 6.55	\$ 6.34	

	Period Ended,				Period Ended,			
	Dec-23	Sep-23	Jun-23	Mar-23	Dec-22	Dec-23	Dec-22	
Stockholders' Equity x-Cumulative Change in Fair Value of Funds Withheld Embedded Derivative and AOCI Available to Common Stockholders								
Stockholders' equity	\$ 10,961.7	\$ 10,722.9	\$ 10,389.5	\$ 10,260.8	\$ 10,017.8	\$ 10,961.7	\$ 10,017.8	
AOCI, other than foreign currency translation adjustment	3,847.3	5,278.5	4,814.1	4,760.4	5,307.4	3,847.3	5,307.4	
Cumulative change in fair value of funds withheld embedded derivative	(2,027.9)	(3,195.9)	(2,464.8)	(2,390.6)	(2,885.6)	(2,027.9)	(2,885.6)	
Noncontrolling interest	(45.7)	(51.3)	(45.0)	(42.9)	(41.1)	(45.7)	(41.1)	
Stockholders' equity, excluding cumulative change in fair value of funds withheld embedded derivative and AOCI, other than foreign currency translation adjustment	12,735.4	12,754.2	12,693.8	12,587.7	12,398.5	12,735.4	12,398.5	
Foreign currency translation adjustment	1,498.0	1,562.4	1,431.1	1,440.9	1,571.6	1,498.0	1,571.6	
<i>Stockholders' equity excluding cumulative change in fair value of funds withheld embedded derivative and AOCI *</i>	\$ 14,233.4	\$ 14,316.6	\$ 14,124.9	\$ 14,028.6	\$ 13,970.1	\$ 14,233.4	\$ 13,970.1	
Book Value Per Common Share x-Cumulative Change in Fair Value of Funds Withheld Embedded Derivative and AOCI								
Book value per common share including AOCI	\$ 46.18	\$ 44.52	\$ 42.75	\$ 42.03	\$ 40.97	\$ 46.18	\$ 40.97	
Cumulative change in fair value of funds withheld embedded derivative and AOCI, other than foreign currency translation adjustment	7.69	8.69	9.70	9.75	9.95	7.69	9.95	
Book value excluding cumulative change in fair value of funds withheld embedded derivative and AOCI, other than foreign currency translation adjustment	53.87	53.21	52.45	51.78	50.92	53.87	50.92	
Foreign currency translation adjustment	6.34	6.52	5.92	5.93	6.45	6.34	6.45	
<i>Book value per common share excluding cumulative change in fair value of funds withheld embedded derivative and AOCI *</i>	\$ 60.21	\$ 59.73	\$ 58.37	\$ 57.71	\$ 57.37	\$ 60.21	\$ 57.37	

* This is a non-GAAP financial measure.

(1) When a net loss is reported, our basic weighted-average shares are used to calculate diluted earnings per share, as dilutive shares would have an antidilutive effect and result in a lower loss per share.

Principal Financial Group, Inc.

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 (in millions, except as indicated)

	Dec-23	Sep-23	Period Ended,		Dec-22	Period Ended,	
			Jun-23	Mar-23		Dec-23	Dec-22
Non-GAAP Operating Earnings ROE (x-Cumulative Change in Fair Value of Funds Withheld Embedded Derivative and AOCI) Available to Common Stockholders (trailing twelve months)							
Net income ROE available to common stockholders (including AOCI)	6.0%	14.4%	15.0%	42.3%	43.1%	6.0%	43.1%
Cumulative change in fair value of funds withheld embedded derivative and AOCI, other than foreign currency translation adjustment	-1.0%	-2.5%	-2.6%	-7.6%	-5.1%	-1.0%	-5.1%
Net income ROE available to common stockholders (excluding cumulative change in fair value of funds withheld embedded derivative and AOCI, other than foreign currency translation adjustment)	5.0%	11.9%	12.4%	34.7%	38.0%	5.0%	38.0%
Net realized capital (gains) losses	0.7%	-1.4%	-0.3%	1.0%	1.3%	0.7%	1.3%
(Income) loss from exited business	7.1%	2.0%	0.2%	-22.8%	-26.4%	7.1%	-26.4%
Non-GAAP operating earnings ROE (excluding cumulative change in fair value of funds withheld embedded derivative and AOCI, other than foreign currency translation adjustment)	12.8%	12.5%	12.3%	12.9%	12.9%	12.8%	12.9%
Foreign currency translation adjustment	-1.4%	-1.5%	-1.4%	-1.3%	-1.4%	-1.4%	-1.4%
<i>Non-GAAP operating earnings ROE excluding cumulative change in fair value of funds withheld embedded derivative and AOCI available to common stockholders *</i>	11.4%	11.1%	11.0%	11.5%	11.5%	11.4%	11.5%

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	Dec-23	Sep-23	Three Months Ended,		Dec-22	Trailing Twelve Months,	
			Jun-23	Mar-23		Dec-23	Dec-22
Net Investment Income							
Net investment income - U.S. *	\$ 938.6	\$ 860.5	\$ 832.6	\$ 828.0	\$ 785.8	\$ 3,459.7	\$ 3,031.2
Net investment income - Principal International *	211.2	130.8	175.4	184.1	225.7	701.5	980.9
Total net investment income *	1,149.8	991.3	1,008.0	1,012.1	1,011.5	4,161.2	4,012.1
Income taxes related to equity method investments	(21.0)	(18.5)	(16.8)	(22.6)	(6.8)	(78.9)	(54.5)
Net realized capital gains (losses) related to equity method investments	4.6	(4.1)	8.1	0.2	(9.0)	8.8	(15.0)
Derivative and hedging-related adjustments	(0.4)	26.6	(5.0)	2.1	(10.0)	23.3	(91.3)
Market risk benefit derivative settlements	(10.9)	(11.9)	(11.9)	(11.2)	(9.6)	(45.9)	(35.0)
Sponsored investment funds adjustments	5.8	5.8	5.7	6.1	5.3	23.4	22.2
Net investment income	\$ 1,127.9	\$ 989.2	\$ 988.1	\$ 986.7	\$ 981.4	\$ 4,091.9	\$ 3,838.5
Income Taxes							
Income taxes	\$ (268.0)	\$ 354.8	\$ 59.9	\$ (78.0)	\$ (11.2)	\$ 68.7	\$ 1,189.5
Net realized capital gains (losses) tax adjustments	35.3	(34.2)	12.7	8.2	(34.2)	22.0	56.6
Income taxes attributable to noncontrolling interest	(0.3)	(0.1)	(0.1)	(0.1)	(0.2)	(0.6)	(0.3)
Income taxes related to equity method investments	21.0	18.5	16.8	22.6	6.8	78.9	54.5
Income taxes related to exited business	311.3	(177.4)	(17.1)	121.3	116.2	238.1	(956.4)
Income taxes *	\$ 99.3	\$ 161.6	\$ 72.2	\$ 74.0	\$ 77.4	\$ 407.1	\$ 343.9
Non-GAAP Pre-Tax Operating Earnings (Losses) Attributable to Noncontrolling Interest							
Net income attributable to noncontrolling interest	\$ 32.5	\$ 3.9	\$ 4.9	\$ 5.6	\$ 25.0	\$ 46.9	\$ 40.6
Income taxes attributable to noncontrolling interest	0.3	0.1	0.1	0.1	0.2	0.6	0.3
Net realized capital gains (losses) attributable to noncontrolling interest, after-tax	(18.0)	3.4	(2.9)	(3.8)	(11.4)	(21.3)	29.2
Non-GAAP pre-tax operating earnings (losses) attributable to noncontrolling interest *	\$ 14.8	\$ 7.4	\$ 2.1	\$ 1.9	\$ 13.8	\$ 26.2	\$ 70.1

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Principal Financial Group, Inc.

Non-GAAP Financial Measure Reconciliations

(in millions)

	Three Months Ended,				Trailing Twelve Months,		
	Dec-23	Sep-23	Jun-23	Mar-23	Dec-22	Dec-23	Dec-22
Principal International Combined Net Revenue (at PFG Share)							
Principal International pre-tax operating earnings	\$ 92.0	\$ 70.8	\$ 63.2	\$ 78.7	\$ 77.7	\$ 304.7	\$ 298.7
Principal International combined operating expenses other than pass-through commissions (at PFG share)	174.3	168.3	166.2	162.8	154.9	671.6	622.0
Principal International combined net revenue (at PFG share) *	\$ 266.3	\$ 239.1	\$ 229.4	\$ 241.5	\$ 232.6	\$ 976.3	\$ 920.7
Net Realized Capital Gains (Losses)							
Net realized capital gains (losses)	\$ (112.7)	\$ 179.3	\$ (72.8)	\$ (66.0)	\$ 171.3	\$ (72.2)	\$ (182.1)
Market value adjustments to fee revenues	1.0	0.1	0.2	-	0.6	1.3	0.7
Net realized capital gains (losses) related to equity method investments	4.6	(4.1)	8.1	0.2	(9.0)	8.8	(15.0)
Derivative and hedging-related revenue adjustments	(0.4)	26.6	(5.0)	2.1	(10.0)	23.3	(91.3)
Certain variable annuity fees	18.0	18.5	18.4	18.4	18.1	73.3	75.9
Sponsored investment fund adjustments	5.8	5.8	5.7	6.1	5.3	23.4	22.2
Total net realized capital gains (losses) revenue adjustments	29.0	46.9	27.4	26.8	5.0	130.1	(7.5)
Capital gains distributed - operating expenses	(12.3)	(22.5)	(7.3)	15.8	(10.9)	(26.3)	102.9
Amortization of actuarial balances	-	(0.3)	0.1	-	(0.1)	(0.2)	(0.1)
Derivative and hedging-related expense adjustments	0.9	0.8	0.1	-	-	1.8	-
Market value adjustments of embedded derivatives	2.7	(9.3)	5.3	3.0	0.2	1.7	(40.9)
Market value adjustments of market risk benefits	(30.3)	(30.1)	(4.4)	(6.5)	(4.5)	(71.3)	(157.2)
Capital gains distributed - cost of interest credited	(36.0)	(9.3)	(9.5)	2.6	1.2	(52.2)	33.5
Total net realized capital gains (losses) expense adjustments	(75.0)	(70.7)	(15.7)	14.9	(14.1)	(146.5)	(61.8)
Total net realized capital gains (losses) pre-tax adjustments	(46.0)	(23.8)	11.7	41.7	(9.1)	(16.4)	(69.3)
Net realized capital gains (losses) tax adjustments	35.3	(34.2)	12.7	8.2	(34.2)	22.0	56.6
Net realized capital gains (losses) attributable to noncontrolling interest, after-tax	(18.0)	3.4	(2.9)	(3.8)	(11.4)	(21.3)	29.2
Total net realized capital gains (losses) after-tax adjustments	(28.7)	(54.6)	21.5	46.1	(54.7)	(15.7)	16.5
Total net realized capital gains (losses) *	\$ (141.4)	\$ 124.7	\$ (51.3)	\$ (19.9)	\$ 116.6	\$ (87.9)	\$ (165.6)
Income (Loss) from Exited Business							
Pre-tax impacts of exited business:							
Strategic review costs and impacts	\$ -	\$ -	\$ -	\$ -	\$ 4.0	\$ -	\$ 40.4
Amortization of reinsurance gains (losses)	(18.2)	(8.1)	(20.3)	(22.1)	(18.5)	(68.7)	(56.7)
Other impacts of reinsured business	(30.5)	(39.3)	(30.0)	(40.6)	(28.5)	(140.4)	(125.8)
Net realized capital gains (losses) on funds withheld assets	45.2	1.0	37.8	81.0	51.9	165.0	749.4
Change in fair value of funds withheld embedded derivative	(1,478.6)	925.6	93.9	(626.6)	(652.2)	(1,085.7)	3,652.8
Tax impacts of exited business	311.3	(177.4)	(17.1)	121.3	116.2	238.1	(956.4)
Income (loss) from exited business *	\$ (1,170.8)	\$ 701.8	\$ 64.3	\$ (487.0)	\$ (527.1)	\$ (891.7)	\$ 3,303.7

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Principal Financial Group, Inc.

Non-GAAP Financial Measure Reconciliations
(in millions)

	Dec-23	Sep-23	Trailing Twelve Months,		Dec-22	Dec-21
			Jun-23	Mar-23		
Principal Global Investors Operating Revenues Less Pass-Through Expenses						
Principal Global Investors operating revenues	\$ 1,611.2	\$ 1,618.0	\$ 1,599.4	\$ 1,672.9	\$ 1,715.5	\$ 1,828.0
Principal Global Investors commissions and other expenses	(122.3)	(123.5)	(125.7)	(130.1)	(137.5)	(160.5)
Principal Global Investors operating revenues less pass-through expenses *	\$ 1,488.9	\$ 1,494.5	\$ 1,473.7	\$ 1,542.8	\$ 1,578.0	\$ 1,667.9
Principal International Combined Net Revenue (at PFG Share)						
Principal International pre-tax operating earnings	\$ 304.7	\$ 290.4	\$ 283.6	\$ 309.8	\$ 298.7	\$ 327.7
Principal International combined operating expenses other than pass-through commissions (at PFG share)	671.6	652.2	638.2	627.4	622.0	656.6
Principal International combined net revenue (at PFG share) *	\$ 976.3	\$ 942.6	\$ 921.8	\$ 937.2	\$ 920.7	\$ 984.3

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